

# ***Entry Years Enhancements***

**Utah's Support and Enhancement Program for Level 1 Teachers**

## **EYE**



Utah State Office of Education - [www.schools.utah.gov](http://www.schools.utah.gov)

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This document describes policies and procedures for Utah's Entry Years Enhancements (EYE) program. Since this program continues to change and develop, it is advisable to refer to the most recent version of the document available at [www.schools.utah.gov](http://www.schools.utah.gov).

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## WHAT IS ENTRY YEARS ENHANCEMENTS (EYE)?

The *Entry Years Enhancements (EYE)* is a structured support program for Level 1 educators as they fulfill the requirements for a Level 2 professional license. EYE provides novice teachers with school, district, and state support for a three-year period. All new educators are required to participate and all requirements must be completed within the first three years of service.

The goal of the EYE program is to encourage Level 1 educators to develop successful teaching skills and strategies as described in the Utah Professional Teacher Standards (UPTS) with assistance from experienced colleagues. Upon successful completion of three years of service and all EYE requirements, the district/school may recommend the new teacher for a Level 2 Utah Professional Educator License. If all EYE requirements have not been met, the district/charter school may request a one-year extension at their discretion.

## WHAT ARE THE UTAH PROFESSIONAL TEACHER STANDARDS?

The standards are based on current research and expert advice pertaining to best teaching practice. Each standard contains specific elements of teaching practice, but all of the standards are interrelated and work together to provide a complete picture of effective teaching practices to promote high quality student learning. The standards are designed to be used by teachers to: set professional goals to improve practice; to prompt reflection about student learning and teaching practice; and guide and assess the progress of a teacher's practice toward professional goals and student achievement.

|  |  |
|--|--|
| <b>Standard 1</b><br>Creating and maintaining a positive classroom environment that promotes student learning  | <b>Standard 4</b><br>Assessing and evaluating student learning   |
| A. Create a physical environment that supports a culture for learning and engaging students.<br>B. Implement classroom procedures to enhance student learning.<br>C. Manage student behavior.<br>D. Establish a civic classroom based on caring, responsibility, and respect for diversity.  | A. Assess learning goals based on Utah Core Curriculum Standards<br>B. Use multiple sources of formal and informal assessment to verify student learning.<br>C. Maintain accurate records of student progress.<br>D. Use student achievement data to inform instruction.<br>E. Communicate feedback on learning progress to students and parents/guardians.  |
| <b>Standard 2</b><br>Planning curriculum and designing instruction to enhance student learning   | <b>Standard 5</b><br>Demonstrating professionalism to support student learning   |
| A. Demonstrate knowledge of content.<br>B. Demonstrate knowledge of age-appropriate pedagogy.<br>C. Design and articulate instruction aligned with Utah Core Curriculum standards.<br>D. Select instructional goals based on student achievement data and knowledge of students.<br>E. Connect curricula to student development and cultural background.<br>F. Use appropriate resources to facilitate individual student learning.  | A. Understand and act consistently with education laws.<br>B. Demonstrate moral and ethical conduct as educators and role models for young people.<br>C. Maintain professional demeanor and appearance.<br>D. Establish professional goals, reflect on teaching, and pursue opportunities to grow professionally.<br>E. Contribute to the educational community and demonstrate professional leadership. |
| <b>Standard 3</b><br>Engaging and supporting all students in learning  |  |
| A. Communicate instruction clearly and accurately.<br>B. Use research-based instructional strategies to enhance student learning of content.<br>C. Accommodate individual students' cultural, physical, emotional, social, and intellectual growth.<br>D. Reflect on teaching and learning.<br>E. Differentiate instruction to meet individual student learning needs.<br>F. Incorporate understanding of the diversity of the school community into student learning.<br>G. Integrate the Utah Life Skills document into student learning.<br>H. Engage families as partners in learning. |  |

## WHO MUST COMPLETE EYE?

All educators with a level 1 Utah educator License must complete the EYE requirements appropriate to their area of concentration. Educators holding a license with more than one area of concentration must complete all EYE requirements for each area of concentration.

## WHAT ARE THE EYE REQUIREMENTS?

All Level 1 educators must complete EYE requirement appropriate to their area(s) of concentration by the time they have completed three years of experience as designated by the EYE program and their Level 1 license has expired. A district/school may request a one-year extension at their discretion to support a Level 1 educator in completing EYE requirements.

Educators applying for a Utah Educator License who hold an educator license and have three or more years of prior experience from another state or who have three or more years of prior experience in Utah may be recommended for a Level 2 Utah Educator License after one year of service, two professional evaluations, and a recommendation from the employer. The district/charter has discretion in determining the employment or re-employment status of educators.

### EYE REQUIREMENTS

#### ***Educators with Prior Experience***

- Hold a Level 1 Utah educator License.
- Complete one year of service in a Utah public or accredited private school
- Receive two successful professional evaluations in a Utah public or accredited private school
- Complete any additional district/school requirements.
- Receive a district/school recommendation for upgrade to Level 2. **AND**
- Achieve NCLB HQ status in at least one licensure area.

#### ***General Education and Special Education Teachers***

- Hold a Level 1 Utah Educator License.
- Complete a professional portfolio.
- Receive two successful professional evaluations per year for three years in a Utah public or accredited private school.
- Achieve a score of 180 or better on the Praxis II Principle of Learning and Teaching test at the appropriate level of educational preparation. (*Praxis II (0521, Praxis II (0522), Praxis II (0523), Praxis II (0524)*).
- Work with a trained mentor for three years.
- Complete any additional district/school requirements.
- Receive a district/school recommendation for upgrade to Level 2. **AND**
- Achieve NCLB HQ status in at least one licensure area.

## Suggested Schedule for Completion of EYE Requirements

| YEAR 1  | YEAR 2            | YEAR 3   |
|---|-------------------|--|
| Mentor  | Mentor            | Mentor   |
| 2 Evaluations   | 2 Evaluations     | 2 Evaluations                                  |
| Work on Portfolio                                       | Work on Portfolio | Complete Portfolio                             |
| Pass Praxis II Principles of Learning and Teaching test |                   |  |
| Achieve Highly Qualified status under NCLB              |                   |  |
|   |                   | Employer recommendation for upgrade to Level 2 |

### ***Communication Disorders, Speech-Language Pathologist, And Speech-Language Technician***

- Hold a Level 1 Utah Educator License.
- Complete a Professional Portfolio ( for SLT area of concentration and SLP area of concentration for those licensed and hired after July 1, 2009)
- Receive two successful professional evaluations per year for three years in a Utah public or accredited private school.
- Work with a trained mentor for three years.
- Complete any additional district/school requirements.
- Receive a district/school recommendation for upgrade to Level 2.

### ***School Counselor, School Psychologist, and School Social Worker***

- Hold a Level 1 Utah Educator License.
- Receive two successful professional evaluations per year for three years in a Utah public or accredited private school.
- Work with a trained mentor for three years.
- Complete any additional district/school requirements.
- Receive a district/school recommendation for upgrade to Level 2.

## WHAT IS A PROFESSIONAL PORTFOLIO?

The EYE portfolio is a record of the beginning teacher's growth, represented through artifacts and reflections. The portfolio is prepared according the guidelines of the employing district or charter school and is submitted during the Level 1 teacher's second or third year of teaching. The portfolio is evaluated by the employer.

The portfolio provides a professional record to guide future professional development and may serve as supportive evidence in future employment interviews. It provides introspection opportunities for the beginning teacher as well as a conversation tool between the mentor and the new teacher. Each district and charter school will design and evaluate its own EYE Portfolio requirements, using the following guidelines. The portfolio should:

- be based upon the *Utah Professional Teacher Standards* or district/charter school standards
- include teaching artifacts
- include notations and reflections explaining the artifacts
- be a vehicle for collaboration with the mentor
- provide evidence of content knowledge and pedagogy

## WHAT ARE PROFESSIONAL EVALUATIONS?

Utah school districts are required to observe Level 1 teachers and evaluate their teaching skills at least twice during each of the three EYE years. Evaluations and evaluation plans are developed by each district and charter school. It is recommended that evaluations of EYE teachers be linked to the requirements of the *Utah Professional Teacher Standards*.

## WHAT TESTS ARE NEEDED TO COMPLETE EYE REQUIREMENTS?

### Praxis II Principles of Learning and Teaching Tests

The *Praxis II Principles of Learning and Teaching* (PLT) test is required of all teachers to complete EYE requirements and qualify for a Level 2 license. The test is designed to assess a beginning teacher's pedagogical knowledge. It assesses a teacher's understanding of such areas as human growth and development, classroom management, instructional design and delivery techniques, and evaluation and assessment. The test uses a case study approach and features constructed-response and multiple-choice items.

Beginning teachers must pass the PLT test with a score of 160 or greater in order to apply for a Level 2 License. Educators who do not achieve a passing score may retake the test within the three-year duration of the Level 1 license.

Registration information and current test fee information can be found at the Educational Testing Service (ETS) website, [www.ets.org/praxis](http://www.ets.org/praxis). ETS will forward scores to the Utah State Office of Education upon the teacher's request. Please allow 6-8 weeks to receive test results.

Teachers select the Praxis II Principles of Learning and Teaching test in their area of education preparation and assignment:

|                 |   |
|-----------------|---|
| Early Childhood | <i>Praxis II (0521) Principles of Learning and Teaching</i> |
| Grades K-6      | <i>Praxis II (0522) Principles of Learning and Teaching</i> |
| Grades 5-9      | <i>Praxis II (0523) Principles of Learning and Teaching</i> |
| Grades 7-12     | <i>Praxis II (0524) Principles of learning and Teaching</i> |

### Praxis II Content Tests

To complete EYE requirements and qualify for Level 2 licensure, a teacher must be NCLB Highly Qualified in at least one of the NCLB license areas in which they are endorsed. Teachers licensed in non-NCLB areas are not held to this requirement.

### Early Childhood and Elementary Teachers

To become NCLB Highly Qualified, Elementary and Early Childhood teachers must submit a score of 150 or better on *Praxis II (0014) Elementary Education: Content Knowledge* or *Praxis II (0012) Elementary Education: Content Area Exercises*. Teachers may register for these tests, view test descriptions, and obtain study guides at [www.ets.org/praxis](http://www.ets.org/praxis).

### Secondary Teachers Endorsed in NCLB Areas

Secondary Teachers endorsed in NCLB areas must become HQ before applying for a Level 2 license. Highly-Qualified status applies to teachers of core subjects in the following area: Fine Arts, Foreign Language, Language Arts, Mathematics, Science, and Social Studies. Additional information regarding HQ status is available at <http://www.schools.utah.gov/cert/nclb/hqt/hq.htm>.

### **Special Education**

Special education teachers must be HQ in one area of licensure in order to apply for a Level 2 license. For additional information regarding content testing, teachers should consult with their district/school Special Education department.

## **WHAT IS THE ROLE OF THE MENTOR?**

The trained mentor, assigned by the district/charter school, acts as a resource for the beginning teacher. Utah State Board rule requires that EYE mentors be trained to successfully carry out their assignment. Mentors should develop appropriate attitudes, knowledge, and skills as described in the *Utah EYE Mentor Standards* to effectively assist new teachers.

## **HOW MAY AN EDUCATOR UPGRADE TO A LEVEL 2 LICENSE?**

The Level 1 Utah Educator License is issued to an individual who is recommended by a Board-approved educator preparation program, an individual approved by an alternative preparation program, or an educator who was originally licensed in another state.

During the three-year duration of the Level 1 license, the new teacher is supervised by the employing district/charter school and completes the EYE requirements. A Level 2 license may be issued after three years of service, the completion of all EYE requirements, and a recommendation by the employing charter school or district. The Level 2 license is issued for five years and may be renewed for successive five-year periods.

### **One-Year Extension**

If a Level 1 teacher fails to complete all of the EYE requirements within the three-year period, the employer may request a one-year extension of the Level 1 license in order to provide additional time for the educator to complete the requirements.

### **Recommendation for Upgrade**

Upon the Level 1 teacher's successful completion of state EYE requirements and any additional district/charter requirements, the employer may recommend the teacher to the State Board of Education for a Level 2 Utah Professional Educator License. The employing district/charter will make the upgrade recommendation in the teacher's file in the *Comprehensive Administration Credentials for Teachers in Utah Schools* (CACTUS) system. This electronic recommendation must be followed by payment of an upgrade fee by the recommended teacher. Teachers may access [www.utah.gov/teachers](http://www.utah.gov/teachers), choose **Level 1 to Level 2 Upgrade**, and follow the on-line instructions. At the end of the process, a new Utah Educator License showing Level 2 status will be available to print.

## **WHAT ARE THE ETHICS REQUIRED FOR UTAH EDUCATORS?**

The Utah State Board of Education requires educators to comply with federal, state, and local laws, maintain a safe learning environment, and exhibit appropriate professional educator conduct. Violations of professional standards may result in license discipline. All educators are responsible for their own professional conduct and should be familiar with Utah State Board requirements detailed in *State Board Rule R277-515*.